

# Wisconsin Women's Council

New Board Member  
Orientation

last updated  
7/18/19

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- Board Membership & Meetings
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Welcome!



The meeting schedule and location are set by the Board. Currently the Board meets quarterly at the State Capitol in Madison.

2019 Meetings – 1<sup>st</sup> Wednesday

March 6

June 5

September 4

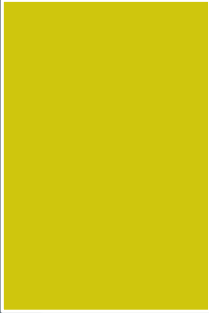
December 4

The meeting schedule is not statutory, rather set by the Board. Currently, meetings are held from 11:30 am to 1:30 pm at the State Capitol. Lunch is provided.

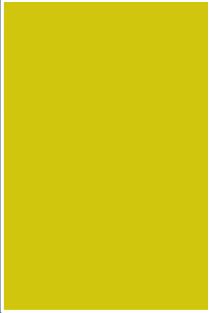
A list of Upcoming Meetings can always be found on the website under the link “About” then “Meetings”. [Click here](#)

## Welcome!

Stop by the office  
and visit anytime!



*Office location:*  
Dept. of Administration Bldg.  
101 East Wilson, 9<sup>th</sup> fl  
Madison, WI 53703  
Office Hours: 8am to 4:30 pm



Christine Lidbury  
Executive Director  
608-266-2219 (office)  
608-334-0109 (mobile)  
christine.lidbury@wi.gov

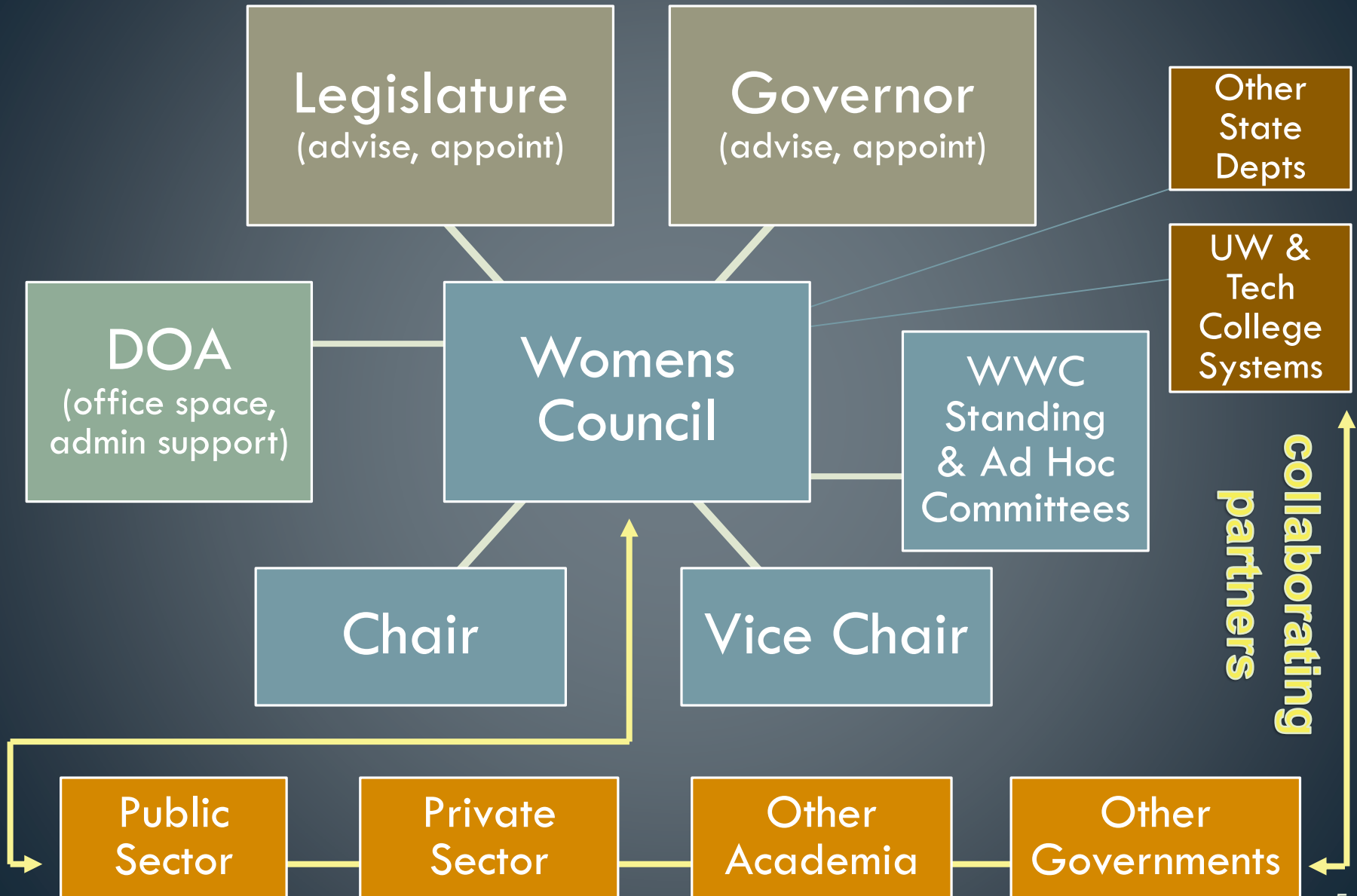


Patty Cadorin  
Chair

*Board member contact information  
is distributed at Board meetings or  
it can be provided upon request.*

Feel free to contact the Director and/or the Chair if you have questions, concerns, suggestions, etc., about Council programs, operations or the Board.

# Women's Council Partners Flow Chart



When Seeking Status for Women

## It's No Time to Be Ladylike

WISCONSIN STATE JOURNAL-OCTOBER, 1965

By ANDREW TULLY  
WASHINGTON — Those professional females who are always yelping about something called women's rights seem to be going crazier than usual this summer. Encouraged by our vote-seeking politicians, they are now wondering out loud whether those "help wanted" ads discriminate against their sex.

"As long as we sit still in a ladylike way and fail to demand changes, changes are not likely to come about," Miss Clarenbach said.

She told the 400 men and women to return to their state legislatures with minimum wage proposals and to "beard the city council—or better still—get on it" and pass some day care legislation.

# History

How the Women's Council came to be ...



# Wisconsin's Governor's Commission on the Status of Women (1964-1979)

- Following President Kennedy's Commission on the Status of Women, Governor John Reynolds was approached by a group of Wisconsin women to create a state commission.
- In 1964, the 34-member citizens commission – Wisconsin Commission on the Status of Women (WCSW) – was charged with investigating the conditions and quality of life of Wisconsin women and to work toward substantive changes to improve their status and ability to participate in society.
- Kay Clarenbach chaired the commission through its existence; Norma Briggs served as Executive Director.
- WCSW's first report, Wisconsin Women (1965), included recommendations on education, family, employment, citizen participation and legal rights. WCSW also issued publications on women and the law, marital property, credit, careers and a directory of women's organizations and resources.
- In 1979, Governor Dreyfus abolished the commission.

# Kathryn (Kay) Clarenbach

**“Kay Clarenbach has succeeded in becoming one of the country’s top feminists without losing her femininity.” Milwaukee Sentinel, Feb 6, 1969.**

In the early 1960s, Kay Clarenbach (UW-Extension and UW-Madison) had the idea for a statewide Governor's Commission on the Status of Women. At Governor Reynolds' (1963-1965) request, Kay chaired the planning conference and later served as the Chair throughout the Commission's life.



In 1966, Kay became one of the founders of the National Organization for Women (NOW) – participating in the first meeting which was held in Betty Friedan's hotel room – and was elected as NOW's first Board Chair.

While leading the charge for the creation of the Wisconsin Women's Council, she also founded the National Women's Political Caucus and the Wisconsin Women's Network.





The Wisconsin Women's Council was established by Gov. Tony Earl through Executive Order 5, issued February 1, 1983 and established in statute in 1983 Wisconsin Act 27.

## Leadership

You are part of a long and illustrious history of women and men from across Wisconsin to serve on the Women's Council!

The Women's Council has operated under six Governors:

Gov. Tony Earl

Gov. Tommy Thompson

Gov. Scott McCallum

Gov. Jim Doyle

Gov. Scott Walker

Gov. Tony Evers

and six Board Chairs:

Sarah Harder (1985-1988)

Susan Vergeront (1989-1990)

Margaret Farrow (1991-2000)

Mary Jo Baas (2001-2004)

Kristine Martinsek (2004-2011)

Mary Jo Baas (2011-2019)

Patty Cadorin (2019 – present)

An historical list of Women's Council Board Members from 1983 to the present is available on the website under the links "About" then "History". [Click here.](#) 10

The background of the slide features a series of vertical lines in various shades of blue and grey, creating a textured, forest-like effect. These lines vary in thickness and opacity, with some being more prominent than others. The lines are set against a light grey gradient background.

# Mission and Guiding Principles

Statutory provisions and policy that govern the Council

## Statutory Mission

Wisconsin Statutes  
§ 16.01



*In replacing a Governor's Commission, the new Women's Council was designed to be statutory and to involve the Governor and the Legislature.*

To enhance the ability of all Wisconsin women to participate fully and equally in all aspects of life.

Work closely with public, private and not-for-profit groups to carry out this mission.

## Purpose & Vision Statements

Drafted & adopted by  
the Womens' Council  
Board, 2005

### PURPOSE (adopted by Board, 2005)

- The purpose of the Wisconsin Women's Council is to identify the barriers that prevent women in Wisconsin from participating fully and equally in all aspects of life, and to work closely with public, private and not-for-profit groups
- to develop long-term solutions to those inequities.

### VISION STATEMENT

- The Wisconsin Women's Council is a respected public agency working with strategic partners to implement meaningful, targeted solutions that promote women's social and economic equity.



## The Women's Council Shall ...

Provisions in the  
Women's Council's  
Authorizing Statute

**Identify the barriers** that prevent women in this state from participating fully and equally in all aspects of life

**Work closely with all state agencies**, including with the UW and technical college systems, private sector, and groups concerned with women's issues to **develop long-term solutions** to women's economic and social inequality.

**Disseminate information** on the status of women in this state.

**Conduct statewide hearings** on issues of concern to women.

**Review, monitor and advise all state agencies** regarding the impact upon women of current and emerging state policies, procedures, practices, laws and administrative rules

**Recommend changes** to the public and private sectors and **initiate legislation** to further women's economic and social equality and improve this state's tax base and economy.

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# Agency Operations

Operations and Staff

## Agency Operations

Staff

### Executive Director

Christine Lidbury  
*since 2004*

One full-time staff person  
Career Civil Service Position  
Hired under a competitive  
employment process

#### Christine's Resume Highlights:

'90-'94 Executive Office of the President  
(Washington, DC)  
'94-'99 OECD (Paris, France)  
'99-'02 NYC Independent Budget Office  
'02-'04 Rock County, Wisconsin

# Agency Operations

## Funding

As a state government agency, the Council is funded through General Purpose Revenues (GPR) in the Governor's Biennial Budget.

Supplemental funds are sought on occasion for specific projects and events.

Examples of outside funding:

BMO Harris Bank (Trailblazer Awards)

Women's Bureau, USDOL (Green Jobs Roundtable & "Fraud Busters" Financial Literacy Speaker Program)

WWBIC (Women's Business Roundtables)

Harley Davidson, Rockwell Automation, RW Baird, Alliant Energy (Girls & STEM)

# Board Members



## Board Appointments

Wisconsin Statutes  
§ 15.107



Governor

Governor's Designee

Chair

5 Public Members

Senate President  
& Majority Leader

2 Senate Members  
(by Majority Leader)

2 Public Members (by President)

Assembly Speaker

2 Assembly Members

2 Public Members

*Members serve 2-year staggered terms, except Designee ( 4-yr term). Members may continue to serve beyond the term of their appointment until their position is reappointed or they resign.*

## **Governor**

Patty Cadorin, Chair\*

Ze Yang, Governor's Designee

Lisa Armaganian

Denise Hutchison

Alderwoman Chantia Lewis

Rosalyn McFarland

Nerissa Nelson

## **Senate Majority Leader & President**

Senator Luther Olsen

Senator Janis Ringhand

Shelby Schmudlach

Cindy Block

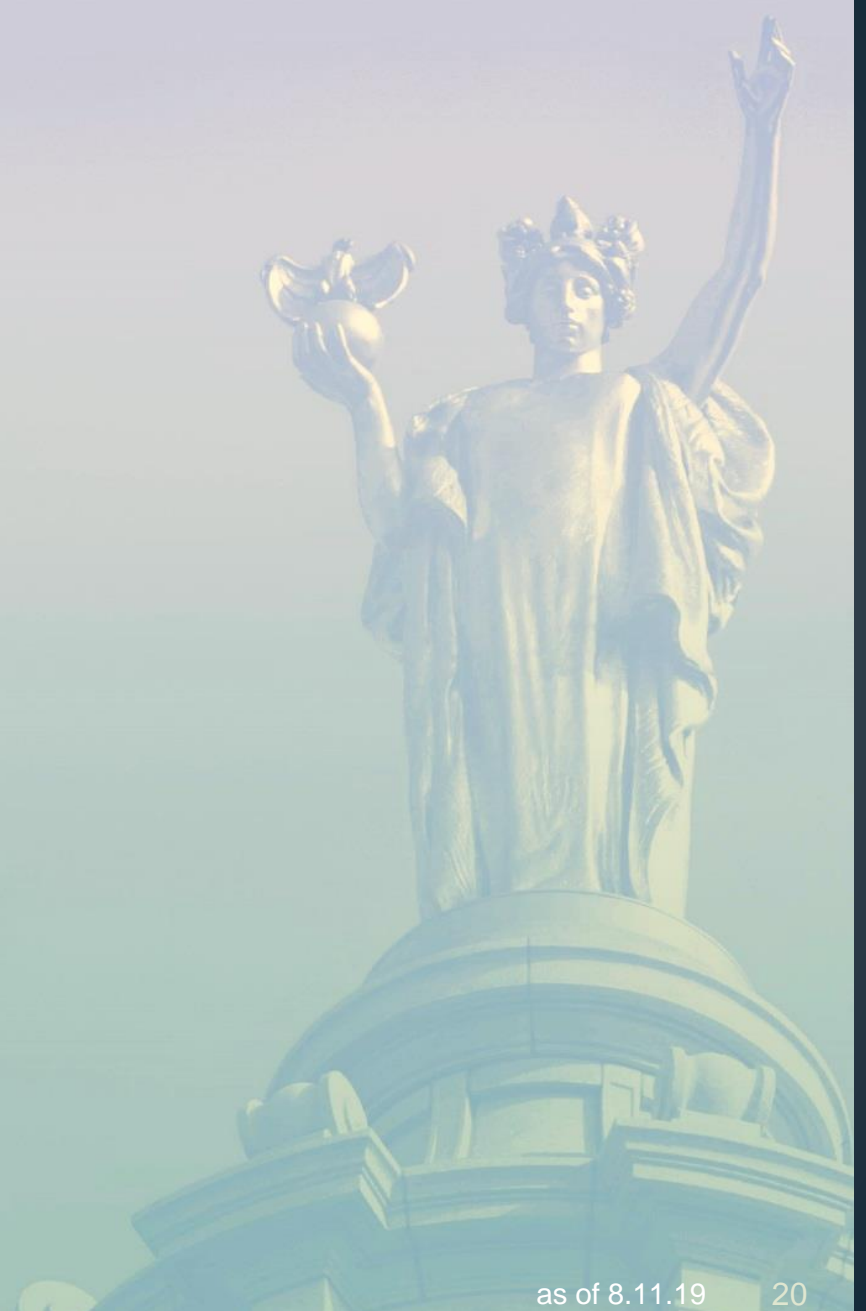
## **Assembly Speaker**

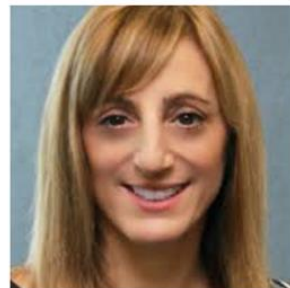
Representative [vacant]

Representative [vacant]

Carrie Richards

Kim Nickel





## 2019-2021 Women's Council

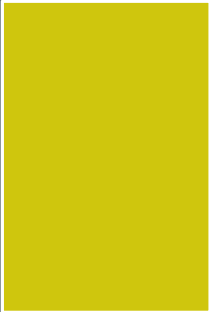
<b>Ze Yang</b> <i>Governor's Designee</i>	<b>Patty Cadorin</b> <i>Chair</i>	<b>Nerissa Nelson</b>	<b>Denise Gaumer Hutchison</b>
<b>Senator Luther Olsen</b>	<b>Dr. Rosalyn McFarland</b>	<b>Kim Nickel</b>	<b>Shelby Schmudlach</b>
<b>Senator Janis Ringhand</b>	<b>Carrie Richard</b>	<b>Alderwoman Chantia Lewis</b>	<b>Dr. Lisa Armaganian</b>
<b>Cindy Block</b>			

# Board Membership

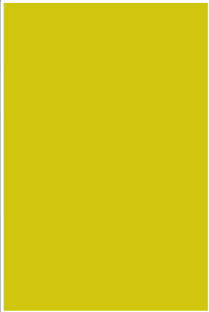
Agency policy  
governing Board  
Membership



Active participation on the Council is required of all members.



A quorum for conducting official business is eight (8) members. In the absence of a quorum, advisory votes may be solicited. Staff or others attending on behalf of a member do not count toward a quorum.



Members who cannot be physically present at a meeting may participate and vote by telephone/conference call.



# Board Membership

Officers: Chair &  
Vice-Chair



*The Chair is appointed by the Governor, the Vice Chair is nominated by the Chair and elected by the Council.*



The Vice-Chair fills in for the Chair, as needed, to run meetings and represent the Council.




The Chair serves as an ex-officio member of all committees.



Assist in the development of agendas for Council meetings.



Assist the Executive Director and other Members with Council agenda and goal-setting.



Provide assistance to the Executive Director as needed.



# Board Membership

Executive Committee

Meets as necessary  
between regular  
Council meetings.

## *Executive Committee Members*

*6 Members : Chair, Vice Chair and  
3 members elected by the Council.  
The executive director is a non-  
voting, ex-officio member.*

Members are nominated by the  
Chair and approved by the full  
Council.

Participate in creating the agenda  
for Council meetings.

Make decisions between Council  
meetings that are necessary for the  
operations of the organization.

# Board Membership

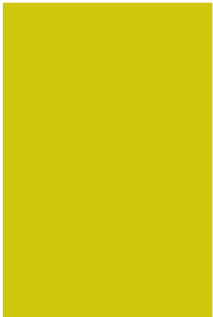
Agency policy  
governing Board  
Membership



No Council member may speak for the Council unless presenting a position officially adopted by the body.




When not officially representing the Council, members may mention their affiliation but must note that any views or comments are individual and not official.



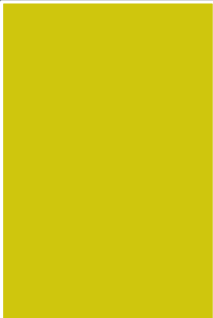
Council letterhead and/or logo may only be used by members for communications related to positions officially adopted by the body. Clear with Chair.

# Council Meetings

## Agenda



The Chair sets the agenda in consultation with the Executive Director.



Members are invited to propose agenda items. Items should be submitted by email to the Exec. Director at least two (2) weeks prior to the meeting date.



Women's Council meetings are Public Meetings subject to the Open Meetings Act.

# Council Meetings

## Open Meetings Law

The open meetings law requires that “all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by law.” Wis. Stat. § 19.81(2). There is a presumption that meetings of governmental bodies must be held in open session.



- (1) give advance public notice of each of meeting, and
- (2) conduct all business in open session (some specific exemptions allow for closed session).



**Violation:** “Walking Quorum” - a series of gatherings among smaller groups of Board Members, who agree, tacitly or explicitly, to act uniformly in numbers to reach a quorum.



**Violation:** Out-of-meeting communications among a quorum of Board Members, such as by mail or telephone, outside of a publicly noticed meeting. Don't “REPLY ALL!”

# Board Member Standards of Conduct

Rules & Regulations  
for State Appointed  
Board Members



As a Board Member you are a STATE PUBLIC OFFICIAL. Specific rules apply to your conduct. Please review the Official Guidelines linked below and summarized on the following page.

<https://docs.legis.wisconsin.gov/statutes/statutes/19/III/>

**19.45 Standards of conduct;  
state public officials. #1-5**

For questions, contact:

Wisconsin Ethic Commissions  
website: [ethics.wi.gov](http://ethics.wi.gov)  
608-266-8132



Board Members are required to submit an Oath of Office Form that is signed and notarized. If you have not submitted such a form or aren't sure, contact Christine.



## Board Member Standards of Conduct

### 19.42, Wisconsin Statutes

State Officials should not accept items for personal benefit or for the benefit of the official's immediate family or associated organizations, if offered because of their public position.

- Act officially in a matter in which s/he is privately interested.
- Use her/his public position for private benefit.
- Accept transportation, lodging, food, or beverage except as specifically authorized.
- Solicit or accept rewards or items or services likely to influence her/his official duties.
- Use confidential information to receive anything of value.
- Use her/his public position to obtain unlawful benefits.
- Enter into public contracts without notice.
- Charge a fee to represent a person before a state agency.
- Offer or provide influence in exchange for campaign contributions.
- Accept anything of pecuniary value from a lobbyist or from a lobbyist's employer.

The top half of the slide features an abstract background consisting of numerous thin, vertical lines in various shades of blue and grey, creating a textured, forest-like effect. A solid blue horizontal band separates this from the text area below.

# Budget

The Council's annual operating budget for agency administration and programs.



Operating & Programs

**\$28,000**

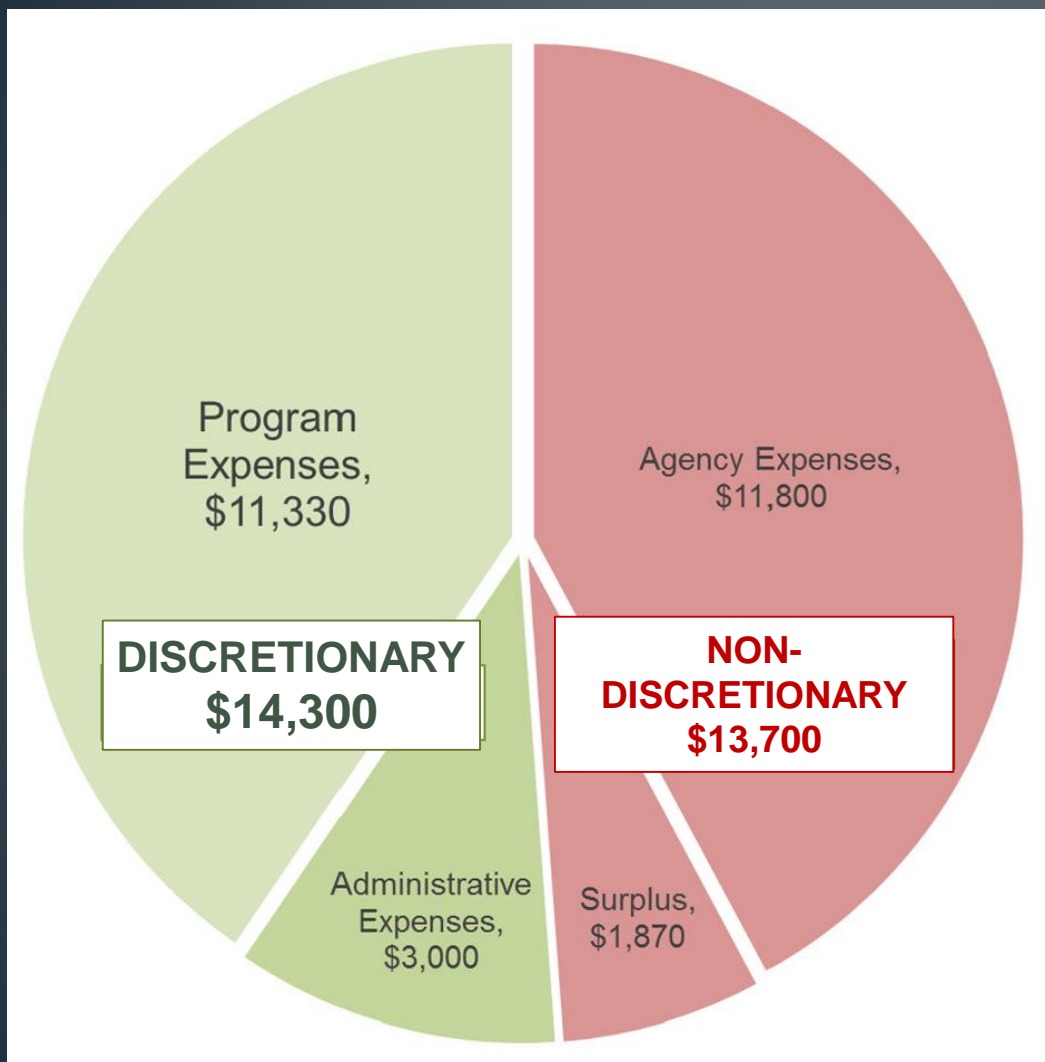
Fiscal Year (FY) 2017

Annual Budget Allocation  
**\$28,000**

General Purpose Revenues  
(GPR) = tax revenue  
Funds expire annually

For the purposes of  
Agency Administration  
Direct Program Expenses

*Does not include employee costs  
such as salary and benefit expenses.*



**Discretionary spending** is the amount the budget that is available to spend on non-essential (or non-mandated) agency administration and for funding Council programs.

**Non-discretionary spending** is the amount of the budget that is not available for general spending and is set by contract or law and not at the Council's day-to-day discretion.

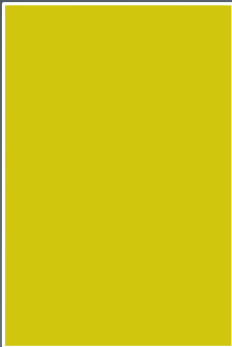
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# Programs

The Council's agenda and priority work areas



## Current Priority Issue Areas



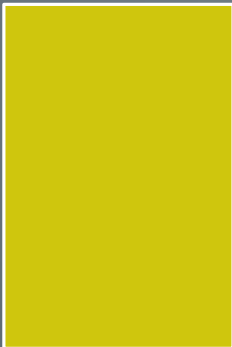
Women & Adult Family  
Caregiving

Women's Business Ownership

Governor's Trailblazer Awards

Status of Women Research

Maintain Visibility & Partnerships



For information on past programs  
and activities, see the Council's  
Biennial Reports, which are provided  
on the web site under the links  
"About" and then "Biennial Reports".

[Click here](#)

## Web site & Social Media



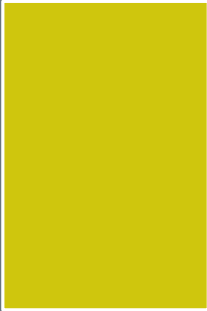
[WomensCouncil.wi.gov](http://WomensCouncil.wi.gov)  
[WomenVoteWI.wi.gov](http://WomenVoteWI.wi.gov)

[Facebook](#)

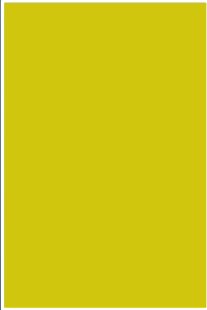
[Twitter](#) @WIWomen

#WIWomen #WisconsinWomen

#WITrailblazer #WIWomenInBiz



Board Members are listed on the web site under the link “[Meet the Council](#)”. Listing for each member includes a photo, bio and term on the Council.



Board Members are welcome to suggest content for the web site and social media. Concerns about content should be sent to the Executive Director or Chair.

# Historical List of Priority Work Areas

(2007-present)

## 1. Economic Self-Sufficiency

- Annual wage gap/econ reports
- Displaced homemakers grant review
- Girls & STEM/LEAP Conferences
- Green Jobs Roundtable (WB)
- WI DCF Poverty Summit
- Women & Poverty Reports (original research)

## 2. Women's business ownership

- Governor's Trailblazer Awards (est.2007)
- WBE Fact Sheets & Forums
- WBE Roundtables w/ Lt. Governor
- WBE Conferences/Events (sponsor)

## 3. Safety from Violence

- Conferences & events (sponsor)
- *Human Trafficking Happens Here* w/DOJ statewide tour – community engagements

## 4. Women's mental health issues & stigma reduction

- Lt. Governor's Task Force & Report
- Services for Vets Webinar (WB/DVA)

## 5. Access to Afford. Quality Child Care

- Partners on YoungStar program w/ DCF
- Strongest Links Conferences w/ DCF

## 6. Financial Literacy

- Financial Tips Brochure
- Fraud Awareness Programs
- Expert committee develop website & materials
- Online Resource Directory

## 7. Women in Elected Office

- Research/Reports/Factsheets/Media
- The only organization in Wisconsin to track and benchmark women in state and local elected office (2005 – present)

## 8. Women and Family Caregiving

- Community engagement, education and listening sessions – statewide tour w/ DHS

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DCF – WI Dept. of Children & Families

DHS - WI Dept of Health Services

DOJ – WI Dept. of Justice, Crime Victims Council

DVA – WI Dept. of Veterans Affairs

LEAP – Learn, Earn And Prosper

MATC – Madison Area Technical College

WB – Women's Bureau, US Dept. of Labor

WBE - Women's Business Enterprise

# • Wisconsin Women's Political Firsts •

## • Wisconsin Women's Political Firsts •

Wisconsin  
first State to ratify  
19th Amendment  
Giving Women the Vote

The Wisconsin Women's Suffrage Association was formed 50 years earlier, in 1869—the year the Wisconsin legislature passed a law allowing women to run for school boards and other elective school offices, though they still could not vote in school board elections until 1884!

Wisconsin Historical Society, WHS-7679  
Political Equality League, Milwaukee  
used with permission



Dena Smith  
first woman to serve as  
WI State Treasurer

Initially appointed to the vacancy caused by her husband's death, she was elected to the office in 1960 becoming the first woman elected to a statewide constitutional office in Wisconsin.

Virginia Hart  
first woman appointed to a  
Governor's Cabinet Post  
Appointed as Secretary of the  
Department of Regula-  
tions and Licensing.

Photo: WI Office of State Employment  
Relations Web Site

Barbara Thompson  
first woman elected as  
State Superintendent  
of Education



Shirley Abrahamson  
first woman to serve as  
WI Supreme Court  
Justice



Vel Phillips  
first woman elected as  
WI Secretary of State

And, the first African-  
American woman in  
the nation elected to a  
statewide office.

Earlier in her career, she  
was the first woman and  
first African-American  
elected to the Milwaukee  
City Council (1956), and the  
first black woman to serve  
as a judge in WI (1971).

Milwaukee Journal Sentinel Photo  
used with permission

Senator  
Susan Engelleiter  
first woman to serve as  
Senate Minority  
Leader



Justice  
Shirley Abrahamson  
After two decades on  
the Court, becomes the  
first woman to serve as  
Chief Justice of the  
WI Supreme Court

Senator  
Margaret Farrow  
first woman to serve as  
Lieutenant Governor



Senator  
Mary Panzer  
first woman to serve as  
Senate Majority  
Leader



JoCasta Zamarripa  
first Latina elected to  
WI State Legislature,  
elected to the State  
Assembly

Representative  
Pat Strachota  
first woman to serve as  
Assembly Majority  
Leader



Carolyn Stanford Taylor  
first African American  
woman to serve as  
WI State Superintendent  
of Public Instruction

1919

1957

1973

1976

1979

1985

1996

2001

2003

2011

2014

2019

1925



Mildred Barber  
Helen Brooks  
Helen Thompson  
first women elected to the  
WI State Legislature  
elected to the State Assembly  
Originally called "Assemblymen"  
like their male colleagues, the  
official title for all members  
was changed to "Representative  
to the Assembly" in 1969.

1964

Governor's Commission  
on the Status of Women  
established  
Kay Clarenbach, Chair

The Commission followed  
the WI Conference on the  
Changing Status of Women  
and remained in existence  
from 1964 to 1969.

Nationally, Kay Clarenbach  
was instrumental in the  
creation of the National  
Organization for Women  
(NOW) and the National  
Women's Political Caucus.

Kathryn Morrison  
first woman elected to  
WI State Senate



Wisconsin State Journal Photo  
used with permission

Marcia Coggs  
first African-American  
woman elected to  
WI State Legislature,  
elected to the State Assembly

Pictured 4th from the right below.



Wisconsin  
Women's Council  
formed as a state agency

The Council has a 15-  
member board appointed  
by the Governor and  
Legislative Leadership.



Women's Council Archives

1987

Representative  
Betty Jo Nelsen  
first woman to serve as  
Assembly Minority  
Leader



Tammy Baldwin  
first woman elected to  
U.S. Congress from  
WI, elected to the U.S.  
House of Representatives  
Previously, served in  
WI State Assembly  
(1992-1998)

Representative  
Shirley Krug  
first woman to serve as  
Democratic Assembly  
Minority Leader

Barbara Lawton  
first woman elected as  
Lieutenant Governor



Peg Lautenschlager  
first woman elected as  
WI Attorney General



Gwen Moore  
first African-American  
woman elected to  
U.S. Congress from WI,  
elected to the U.S. House  
of Representatives

Previously, served in WI  
State Assembly and State  
Senate (1989 to 2004)  
Senator Judy Robson  
first woman to serve as  
Democratic Senate  
Minority Leader (2004)  
and Majority Leader  
(2007).

2012

Senator Mary Lazich  
first woman to serve as  
Senate President



Congresswoman  
Tammy Baldwin  
After seven terms in  
the U.S. House of  
Representatives, is the  
first woman elected to  
U.S. Senate from WI

Wisconsin Women's Council



www.womenscouncil.wi.gov

**QUESTIONS? If you have questions or would like me to review these materials with you, please contact me at 608-266-2219 or [christine.lidbury@wi.gov](mailto:christine.lidbury@wi.gov).**